

EKAMANT

**when
perfection
matters.**



Code of Conduct.



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Why?

The code of conduct serves as guidelines for how our company conducts its business in an ethical, social, and environmental manner, with a focus on quality, continuous improvement, and customer satisfaction.

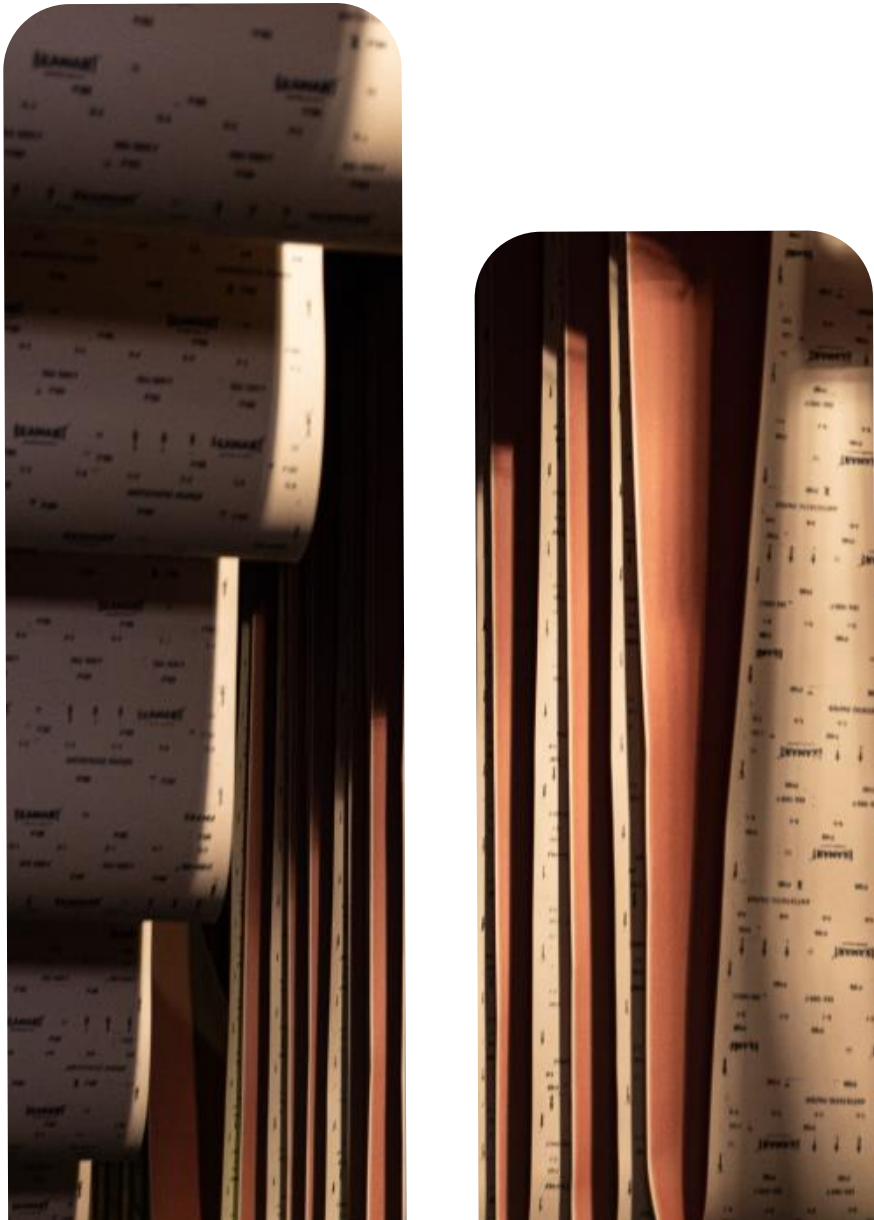
It also describes how we are expected to behave in our daily work and in our various relationships with the outside world. It has been developed on behalf of the company's board and is a document that everyone within the company is expected to follow, including employees, board members, as well as our suppliers and other partners.



Guidelines.

All employees within the company have a responsibility to follow laws, regulations, and internal policies.

If anything in this code conflicts with national law, the prevailing law in each respective country takes precedence over the principles described in the company's Code of Conduct.



Business Relationships.

- We shall comply with applicable laws and regulations in all the countries where we operate.
 - We expect our suppliers and partners to meet the requirements set by the company, ensuring compliance with the company's standards and current laws and regulations. They must commit not to use forced labor or child labor and should promote freedom of association and create a good and safe working environment.
 - All employees within the company are expected to conduct themselves properly when dealing with business partners. Therefore, neither bribes nor corruption are accepted by the company. The company's employees and board members should not accept gifts, payments, or other benefits that may affect business decisions, violate the law, trade practices, customs, or good business ethics.
 - Our information should be open, accurate, continuous, of the highest quality, and comply with applicable laws, regulations, and other requirements.
 - We aim to have satisfied customers and meet their needs through effective communication and handling customer inquiries and complaints correctly.
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Safety in our Workplace.



- Each employee should be informed of the rules, policies, and processes for health and safety within their area upon hiring.
- Each employee should receive ongoing regular training to ensure they remain aware of the importance of these rules.
- Each employee is responsible for addressing or reporting hazardous working conditions (incidents), accidents, work-related injuries, and illnesses. In addition, every manager should ensure that all employees and external contractors receive the necessary training and protective equipment.
- We aim to reduce our workplace risks and improve working conditions.
- We show care and responsibility by speaking up if a colleague neglects safety or takes unnecessary risks at work.

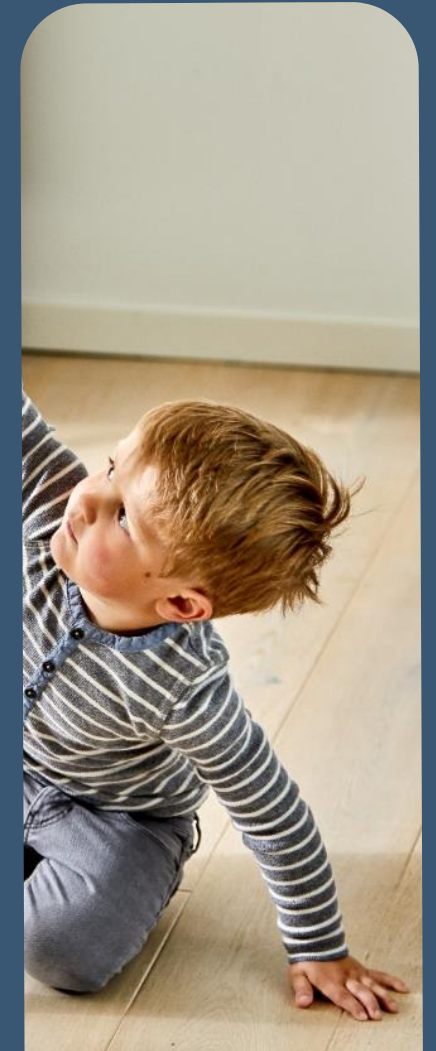
Collaboration.



- The company should engage in open dialogue with its employees and their representatives. All employees should be encouraged to voice their opinions about their workplace to their managers.
- We strive to raise the level of competence among our employees and make the most of their full potential. We support individual personal development by providing further education opportunities and the chance to advance within the company.
- We strongly believe in the positive impact of diversity and work to develop diversity and gender equality among our employees.
- Discrimination based on gender, gender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation, or age is not accepted.
- Harassment, threats, or other inappropriate behavior is not allowed.

Environmental Impact.

- We shall comply with applicable laws, regulations, and other requirements that we have established.
- We work to reduce our environmental impact by improving our resource usage, reducing waste, emissions, and pollution.
- We develop and improve our product and service quality by taking into account environmental aspects and meeting the needs and expectations of our customers.
- We continuously inform, educate, and engage our employees in environmental matters to achieve a good internal and external environment.
- We work on continuous improvement to systematically and measure, monitor, and communicate our environmental results to improve our operations in terms of energy and resource efficiency, emissions, waste, and other relevant environmental aspects.



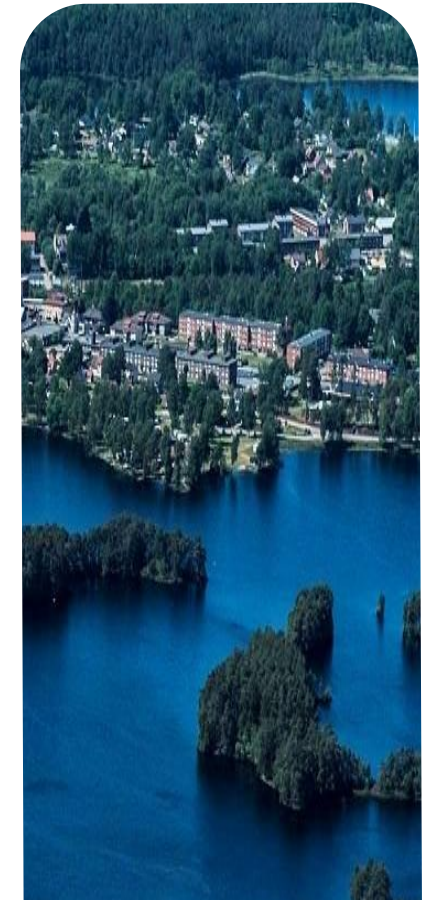
Quality.

- We aim to always do things right from the start, make decisions and set standards that ensure the right quality.
- We work together to achieve our goals regarding product quality, delivery reliability, and customer satisfaction.
- We work to maintain order and cleanliness in our workplaces, which, in turn, creates high quality, safety, efficiency, and well-being.
- Continuous improvement is part of our daily work.



Strengthening the Community.

We strive to recruit new employees locally and offer job opportunities and internships to young people.



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